

## **Job advert – Program Manager**

**Organization:** LifeNet International - Uganda

**Location:** Kampala with field travel

**Experience:** 8 years

**Reports to:** Country Director

Guided by the belief that every individual deserves an equal opportunity to lead a healthy and whole life, LifeNet improves the quality of health systems from the ground up. We are dedicated to strengthening health systems by leveraging existing resources to maximize return on investment and promote local sustainability. Through the framework of a partnership with faith-based health centers, we innovate and implement pragmatic responses to everyday health challenges facing the poor. LIFENET INTERNATIONAL/UGANDA is recruiting a (Ugandan National) Program Manager who will be responsible for coordinating all LifeNet's health system strengthening activities (Health facilities' Medical and management capacity building) in Uganda. The Program Manager will serve as an active member of the LifeNet Uganda Senior Leadership Team, contributing to organizational strategy, decision-making, planning, risk management, and the promotion of LifeNet's mission, values, and culture across the organization.

### **Responsibilities**

#### **I. Strategic program execution (50%)**

- Lead the annual planning, budgeting and program implementation processes with the aim of strengthening capacity to deliver high quality programming.
- Facilitate and lead inhouse refresher trainings for the Trainers to ensure they deliver standardized Mentorships and Centralized Trainings.
- Work closely with the Country Director and technical teams to design, adapt, and strengthen existing and future LifeNet programs within the evolving Ugandan healthcare context.
- Lead the development and updating of annual, quarterly and monthly program work plans to ensure effective implementation.
- Support innovation, continuous improvement, and evidence-based adaptation of program approaches.
- Prepare and submit timely monthly and quarterly program reports to the Country Director for review, ensuring alignment with donor requirements and organizational standards

#### **2. Performance management, Quality improvement & accountability (15%)**

- Lead structured program performance reviews and drive a high-performance culture focused on measurable results and impact.
- Establish and maintain robust accountability systems that promote ownership, follow-through, and continuous improvement among Trainers and program staff.
- Lead structured Trainer monitoring processes through performance dashboards, regular program meetings, and monthly field supervisions.
- Develop systems that facilitate timely feedback, coaching, and performance improvement for the Trainers.

### **3. Leadership and team development (15%)**

- Lead, coach, mentor, develop, and motivate a high-performing, multidisciplinary Trainer team.
- Foster resilience, adaptability, innovation, teamwork, and professional growth among the Trainer team.
- Lead Trainer performance reviews
- Monitor Trainer performance and address performance gaps through the Trainer supervisory tool.
- Review and approve Trainer annual leave schedules to ensure operational continuity.

### **4. Stakeholder engagements (10%)**

- Build and maintain strong strategic relationships with partner health facilities, dioceses, districts and key stakeholders at sub national.
- Strengthen LifeNet's visibility, credibility, and influence within health facilities, dioceses, districts and key stakeholders at District level.
- Guide Trainer teams in effectively navigating complex stakeholder environments and fostering collaborative partnerships.
- Represent LifeNet Uganda in meetings, technical working groups, conferences, and partner engagements as delegated.

### **5. Resource mobilization & organizational growth (5%)**

- Support fundraising initiatives through proposal development, grant writing and technical reviews,
- Contribute to the identification of new funding opportunities and strategic growth areas for LifeNet Uganda.
- Support the development of concept notes, budgets, and technical documentation.
- Ensure effective stewardship, accountability, and efficient utilization of program resources.
- Promote cost-effectiveness, value for money, and responsible management of organizational assets and resources.

### **Required qualifications & skills**

- Must have a Medical degree (MChB) from a recognized institution.
- Master's degree in Public Health, Health Services Management, Business Administration, Health Policy, or a related discipline is an added advantage.
- Minimum of **8 years of progressive professional experience** in healthcare delivery, health systems strengthening, program management, or a related field.
- Demonstrated leadership experience managing complex programs, multidisciplinary teams, and stakeholder relationships.
- Strong understanding of Uganda's health system, including health financing, human resources for health, quality improvement, and the broader faith-based, and private-sector health landscape.
- Proven ability to analyze data, identify trends, solve complex problems, and translate evidence into strategic and operational decisions.
- Excellent communication, presentation, negotiation, and relationship-management skills, with the ability to engage effectively with diverse stakeholders.
- Strong organizational skills, with the ability to prioritize competing demands, manage multiple workstreams, and consistently deliver high-quality results.
- Serve as a role model who consistently demonstrates high performance, ethical conduct, and commitment to LifeNet's mission of saving lives through quality healthcare.
- Foster a culture of accountability, ownership, collaboration, continuous learning, and results among all program staff.
- Promote a culture of open, honest, respectful communication and collaboration within the organization and external stakeholders.
- Demonstrated commitment to diversity, equity, inclusion, ethical leadership, and continuous learning.
- Self-driven, adaptable, and capable of working independently while fostering collaboration and accountability across teams.

### **We offer you**

- An exciting learning experience in a multi country faith-based facility setting
- An initial one-year contract with renewal based on performance
- A salary package comprising a monthly gross salary between **UGX 8,000,000 and UGX 10,000,000** commensurate with experience in accordance with our salary scale, medical insurance and employer severance benefits.

### **To Apply:**

Interested candidates are invited to submit (**In one PDF file**) their application made of a (1) Cover letter, (2) Resume and (3) Copy of relevant certified Academic qualifications with at least three references. All applications have to be sent via email at [ugrecruitment@LNinternational.org](mailto:ugrecruitment@LNinternational.org) by **June 30<sup>th</sup>, 2026**. The subject of the email should be **“Program Manager position”**.